

## **INTERPRETING THE EO DISPARITY MAP (EODM)**

The EO Disparity Map (EODM) is designed to give a quick, graphic summary of a unit's overall EO Climate (EOC). It is based on scores from the MEOCS Overall EO Climate Scale and depicts two important aspects of the EOC: the **overall average ratings** by members of the organization and the **degree of disparity** (disagreement) between men and women and between minority and majority racial groups. As a summary, it is a tool to aid understanding. However, as with any summary measure, many important details (e.g., responses to individual scales) must necessarily be left out. Your unit's EODM follows this explanation. The reader is referred to the rest of the Executive Summary in the feedback package for more detail on the unit's EOC. The following discussion may help the reader better understand the EODM.

Results on the EODM are depicted by a black box that generally falls along a diagonal that goes from the lower left corner (1,1) of the grid to the upper right corner (5,5). In general, the closer the box is to the upper right hand corner, the better the rating of the EOC. The size of the box indicates the amount of disparity (disagreement) on the EOC ratings for two dimensions: race and gender. The race dimension is on the vertical (y) axis. The greater the height of the black box along this axis, the greater the disparity between the ratings of the majority (i.e., white) and minority groups. The gender dimension is on the horizontal (x) axis. As the disparity in ratings between men and women increases, the box widens along this dimension. A large box (i.e., great amount of disagreement) is considered unhealthy for the EOC. It may mean there are tensions between the groups (for example, the men and majority may see the EOC as fine, while women and minorities believe there are EO concerns).

The grid lines on the EODM indicated by the dashed lines are located one standard deviation above the mean for the average overall EOC scores at all sites on the DEOMI database. The green area (see the figures below) is located one standard deviation above the mean on both the race and gender dimensions. The yellow area is within one standard deviation above or below the mean, and the red area is more than one standard deviation below the mean.

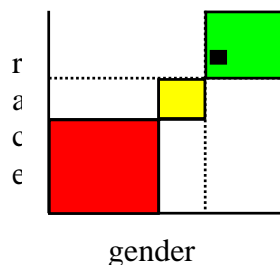


Figure 1

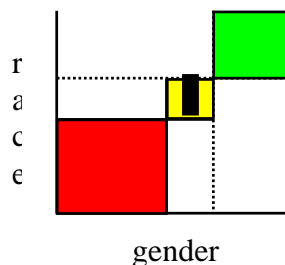


Figure 2

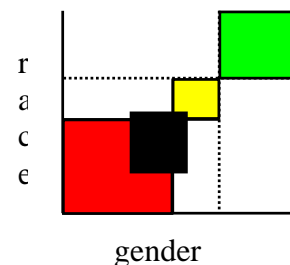


Figure 3

Obviously, the use of the red, yellow, and green coding scheme is an oversimplification; but it gives a quick snapshot of where the unit is. If the unit has low

disparity among groups (small black box) and the EODM box is in the green area (Figure 1), unit members rated the climate as very favorable. Though there may be individual concerns, the unit overall is “good to go” on EO issues. A black box that is mostly in the yellow area (Figure 2) is a typical unit. There may be some EO issues that need “tweaking,” but the climate is generally about average. A box that falls mostly in the red area (Figure 3) indicates potentially serious EO concerns. The unit will definitely want to follow up and pursue remedial actions.

The size and shape of the box are also important EOC indicators. For example, in Fig. 1, there is little disagreement in ratings by either race (minority or majority) or gender (men or women); the unit members all rate the climate as quite positive. In Figure 2, while men and women agree as to the climate (both groups rate it near the middle of yellow area—about average), minorities and the majority disagree. On the bottom of your EODM page, you’ll find the numerical ratings for each group. This allows you to tell who sees the climate as more positive (i.e., has a higher score), men or women, minorities or the majority. Typically, where there is disparity, women and minorities give the lower ratings (though there are many units in the DEOMI database where this pattern is reversed). In Figure 2, we’ll assume the higher ratings are for the majority. That being the case, in Figure 2 the majority group rates the climate as good, while the minority group rates it as a little below average. In follow-up actions, the unit commander might want to explore why the disparity in ratings exists. Scores for the minority/majority groups on the individual MEOCS factors (see the rest of the Executive Summary) may be helpful in this process. In Figure 3, the box is large (disparity is great for both race and gender) and mostly in the red area. Indicators are the EOC is in definite need of some attention.

The EODMs in Figure 4 give more examples with the “short version” interpretation of the unit’s EOC.

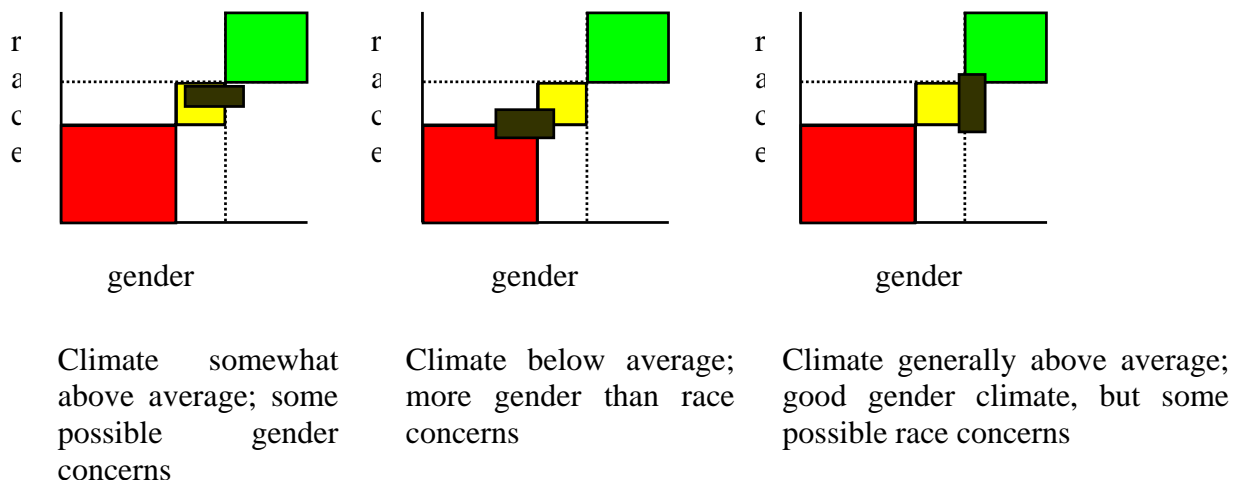


Figure 4

If you need help interpreting your EODM, please call the DEOMI Directorate of Research (DSN 854-2675; Comm 321-494-2675).